

# GREAT LAKES INDIAN FISH & WILDLIFE COMMISSION

P. O. Box 9 • Odanah, WI 54861 • 715/682-6619 • FAX 715/682-9294



## • MEMBER TRIBES •

### MICHIGAN

Bay Mills Community  
Keweenaw Bay Community  
Lac Vieux Desert Band

### WISCONSIN

Bad River Band  
Lac Courte Oreilles Band  
Lac du Flambeau Band

### MINNESOTA

Fond du Lac Band  
Mille Lacs Band

## **JOB ANNOUNCEMENT**

### **POSITION:**

Conservation Warden

### **LOCATION:**

Applicants must be willing to relocate and live within 45 miles of their assigned location upon successful completion of Field Training.

### **VACANCIES:**

(4) Total: (1) Watersmeet, MI; (1) Crandon, WI; (1) Park Falls, WI  
(1) Isle, MN.

### **SALARY RANGE:**

#### **GLIFWC PAY SCHEDULE:**

Grade 7/Step 1 - \$35,854 - Grade 7/Step 3 - \$38,244  
(Dependent on qualifications)

### **CLASSIFICATION:**

Permanent, Full-Time (2-year initial probationary period)

### **POSTING DATE:**

November 28, 2018

### **CLOSING DATE:**

**December 28, 2018**

### **SUPERVISION:**

Reports to assigned District Warden Supervisor. Performs the duties listed below in a manner consistent with Commission's Policies and Procedures.

## **DUTIES AND RESPONSIBILITIES:**

- Perform various conservation law enforcement tasks. Such as, monitoring hunting, fishing and gathering activities; issuing citations; writing reports; handling evidence; testifying in court; issuing licenses and permits; public speaking; instructing safety classes; participating in youth outreach events.

## **Qualifications and Standards:**

- Must be a U.S. citizen.
- Must have earned 60 college credits from an accredited college or university.
- Must possess a valid driver's license and be insurable under GLIFWC's insurance policy.
- Must be at least 21 years of age.
- Must successfully pass the minimum entrance level fitness test.
- Must be of good moral character.
- Must be able to possess a firearm; no felony convictions; no domestic abuse convictions.
- Must be able to work nights and weekends.
- Be free of any physical, emotional or mental condition which might adversely affect law enforcement performance.
- Must be able to react quickly and effectively to stressful situations.
- Must be able to understand oral and written instructions.
- Must have proficient writing and oral communications skills.
- Must be able to perform physical, mental and sometimes strenuous duties conducted at odd times and locations.

## **Training:**

- Applicants that are not already eligible for Wisconsin Law Enforcement Standards Board Certification, must attend and successfully complete a Basic Law Enforcement course (720 – hour).
- Recruit Wardens must complete a one-year Field Training Program.

## **Retirement:**

- The Great Lakes Indian Fish & Wildlife Commission contributes 3% of your gross income into a 401K plan.

## **Health Insurance:**

- Employees are eligible for health insurance the first day of the pay period after the enrollment form is completed. Health Benefits include; Medical, Dental, and Vision benefits.
- Medical benefits are provided through the Federal Employees Health Benefits (FEHB).
- Eligible employees have the opportunity to choose their own FEHB benefits.

- Dental benefits are covered by Delta Dental. This is a policy which allows you to choose the Dentist of your choice. Deductibles are very low. Many services such as exams and X-rays are covered 100% with no deductible. Services such as fillings, extractions, surgery, and root canals are covered 80% after \$25 deductible. Orthodontic treatment is covered 50% up to a maximum of \$2000 per year.
- Vision benefits are covered by Reliance Standard. The vision plan is \$350.00 per person per year.

### **Long-term Disability:**

- Long-term disability is covered by Reliance Standard and is covered 100% by GLIFWC.

### **Term Life Insurance:**

- Insurance starts the 1st of the month following 30-day waiting period.
- Term Life insurance is covered by UNUM. GLIFWC pays for the first \$10,000 of life insurance.
- The employee can opt to buy additional insurance for self, spouse, or children.

### **Cafeteria Plan:**

- We also offer a Flexible benefit plan that allows you to deduct your premiums and if you elect dependent care expenses and unreimbursed medical expenses pre-taxed to the federal allowable limits.

### **NOTE:**

This position has been classified as 50% tax exempt for qualified individuals under Internal Revenue Code §7873—Tax Exemption for income derived from treaty fishing rights-related activities.

Applicants will be required to complete the following: oral interview; written exam; medical examination; drug screening; background investigation & physical fitness/agility screening.

**The Great Lakes Indian Fish & Wildlife Commission's Conservation Enforcement Division is prohibited from hiring anyone who has been:**

- Convicted of a felony.
- Convicted of a misdemeanor crime of dishonesty, moral turpitude, or other crime resulting in serious physical injury to another.
- Convicted of driving under the influence.

**Or anyone that:**

- Has illegally used, transported, manufactured or sold a controlled substance.
- Lies, omits or provides misleading information on the Great Lakes Indian Fish and Wildlife Commission application.

**APPLICATION PROCEDURE:**

Submit a completed GLIFWC Special Enforcement Application (available at: [www.glifwc.org](http://www.glifwc.org)), college transcripts, letter of interest, resume, and three references to:

**Jill Miller, Administrative Assistant**  
Great Lakes Indian Fish and Wildlife Commission  
72682 Maple Street, PO Box 9  
Odanah, Wisconsin 54861  
(715)685-2112 (Office)  
[Jmiller@glifwc.org](mailto:Jmiller@glifwc.org)